

DDA 85-0197/1

Date

## ROUTING AND TRANSMITTAL SLIP

24 January 1985

TO: (Name, office symbol, room number,  
building, Agency/Post)

Initials

Date

1. Director of Personnel

2.

3.

4.

5.

| Action       | File                 | Note and Return  |
|--------------|----------------------|------------------|
| Approval     | For Clearance        | Per Conversation |
| As Requested | For Correction       | Prepare Reply    |
| Circulate    | For Your Information | See Me           |
| Comment      | Investigate          | Signature        |
| Coordination | Justify              |                  |

## REMARKS

The attached Policy Decisions - Civil Service Retirement was given to Danny Childs, Comptroller, by Russ Neely, OMB Examiner at CIA, on 24 January 1985.

## Attachment

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

FROM: (Name, org. symbol, Agency/Post)

EO/DDA

Room No.—Bldg.

7D 24 Hqs

Phone No.

5041-102

☆ GPO : 1983 O - 381-529 (301)

OPTIONAL FORM 41 (Rev. 7-76)

Prescribed by GSA  
FPMR (41 CFR) 101-11.206

STAT

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*Cynthia  
General Retirement  
File*

**Policy Decisions - Civil Service Retirement**

1. Make no COLA adjustment in 1986.
2. Penalize early retirement by 5 percent per year under age 65, with a 10 year phase-in.
3. Change salary base for annuity calculation from high-three to high-five average salary.
4. COLA, lower of CPI or General Schedule pay increase.
5. COLA, 55 percent over the base limitation of \$10,000 in 1985. The base would be increased by each COLA adjustment.
6. Conform with Social Security:
  - eliminate adult student benefits,
  - eliminate minimum annuity,
  - change eligibility rules for survivors of active workers to parallel treatment in the private sector--Social Security is paid to widow(er)s (1) with children, (2) disabled, or (3) age 60 or over.
7. Phase out credit for unused sick leave at 20 percent per year. For retirements in 1986, 80 percent of an employee's sick leave balance would be creditable for retirement, in 1987 60 percent, etc.
8. Phase-in increased Postal Service contributions for retirement to cover the dynamic normal cost. Details on the phase-in will be provided later.

Policy Decisions - Civil Service Retirement*Ans Examine*

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- STAT *E.T.* 7. Phase out credit for unused sick leave at 20 percent per year. For retirements in 1986, 80 percent of an employee's sick leave balance would be creditable for retirement, in 1987 60 percent, etc. *as employee with 30 years service and 30 years accumulation of sick leave would lose about 30% credit*
8. Phase-in increased Postal Service contributions for retirement to cover the dynamic normal cost. Details on the phase-in will be provided later.

*to committee*